

Message from the Chief July 20, 2011

Dear Tempe Police Employees,

Next week we begin the annual process of updating our Strategic Plan. This process will consist of a variety of meetings both formal and informal spanning the entire month of August. As Chief, I am responsible for the overall direction of our organization, and for ensuring that our direction is consistent with the needs of our community. However it is your ideas, input and investment that are needed to ensure that direction is a practical reflection of our collective leadership, efforts and vision.

Our Strategic Plan is a map that we use as a guide to ensure that we are all working together on the right things. It helps ensure that we are focused on the issues that are critical to fighting crime, keeping our community safe, providing a positive work environment for our employees and taking full advantage of technology. We strive to reach strategic goals by continuously evaluating operational progress, and remaining committed to the concept of maximum efficiencies and effectiveness. Throughout the year we manage, measure, modify and improve. Then the cycle starts again....

That being said, I would like to emphasize that all employees have a real opportunity to set the course of the Tempe Police Department by participating in our strategic planning process. If you as employees are involved and invested, we will remain in touch with evolving best practices in law enforcement, assure that we continue to meet the needs of our community and enjoy their continued support. You can link to our current Strategic Plan at www.tempe.gov/cau/StrategicPlan.pdf

During the month of August, your supervisors will be discussing our strategic planning process with you and you will have an opportunity to provide input into our strategic plan and the overall direction of our great department. I hope that you will take full advantage of this opportunity by sharing your thoughts and ideas. More information will be disseminated in the coming weeks.

Stay safe!
Sincerely,

Tom